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THIRTY-SECOND CIA CAREER COUNCIL MEETING

32nd meeting

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MINUTES

OF THE

CIA CAREER COUNCIL

**32nd Meeting, Thursday, 13 September 1956, 4:00 P.M.
DCI Conference Room, Administration Building**

PRESENT: Harrison G. Reynolds, D/Pers, Chairman
[REDACTED] COP-DD/P, Alt. for DD/P, Member
Lyman B. Kirkpatrick, IG, Member
H. Gates Lloyd, ADD/S, Alt. for DD/S, Member

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1. The minutes of the 31st meeting held on 26 July were approved as distributed.

2. Competitive Promotion (Item 2) was discussed in detail. The proposed Regulation [REDACTED] and proposed Handbook [REDACTED] had been circulated before the meeting and conferences had been held by [REDACTED] with those members of the Council who had requested clarification. The Council discussed the following points and recommended certain amendments to the regulation:

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- (a) The sentence regarding external recruitment in section 2 on policy was deleted.
- (b) It was agreed that existing panels and boards could serve as competitive evaluation panels but the use of these existing boards did not invalidate the basic policy that there will be competitive evaluation.
- (c) Section 4c(1) making the Director of Personnel responsible for compliance with the Regulation was eliminated.
- (d) January 1, 1958 was established as the target date when the competitive promotion system was expected to be fully operative.

3. The Council discussed the following points and made certain recommendations with respect to the Handbook:

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SUBJECT: Minutes of Joint Meeting of CIA Career Council

Intermediate panels should be permissive because of variation in the workload of the several Career Services.

- (b) It was directed that paragraph b(3) regarding the number of persons to be included in the rank order list should be rephrased.
- (c) The desirability of personal interview was restressed.
- (d) It was agreed that a new paragraph should be added between c(1)(a) and (b) emphasizing the potential of the individual as a factor in promotion.
- (e) Paragraph c(4) should contain an addition emphasizing experience at lower levels, in addition to length of service, per se.
- (f) It was agreed that there should be added the provision that a member might disqualify himself from acting on a particular case.

4. It was agreed that the proposed Regulation and Handbook would be prepared anew with the recommended changes and that it would be circulated for concurrence to each member of the Council. It was further agreed that the Council members' concurrence would constitute final concurrence.

5. Item 3 on the Agenda, Regulation [REDACTED] Training at non-CIA Facilities Under Public Law 110, was not approved. In its place it was agreed that selection of candidates for the Defense Colleges would be initiated by memorandum from the Director of Training and that the proposed Regulation on training at non-CIA facilities would be taken under advisement. The possibility of issuing a handbook in place of a regulation was discussed. 25X1A

6. Item 4 on the Agenda, CIA Specialist Reserve Program, was approved in principle. Instead of issuing a regulation establishing the procedures it was recommended that the Office of Personnel request approval through the Project Review Committee to place the principles expressed in the staff study into effect and to execute the pilot operation.

7. The Council adjourned at 5:05 P.M.

[REDACTED]
Executive Secretary
CIA Career Council

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